**POLICY: 511**

**EQUAL OPPORTUNITY**

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title XI Regulation Implementing Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; and all other Federal, State, school rules, laws, regulations and policies, the Walworth Jt. School District #1, Walworth, Wisconsin, shall not discriminate in employment on the basis of sex, sexual orientation, age, race, color, creed, ancestry, national origin, pregnancy, marital status, arrest record, conviction record, membership in the national guard, State of defense force or any other reserve component of the military forces of Wisconsin or the United States, or disability, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies.

It is the intent of the Walworth Joint School District #1 to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Grievance procedures have been established for students, their parents and employees who feel discrimination has been shown by the Walworth Joint School District #1.

Specific complaints of alleged discrimination should be referred to:

District Administrator

Walworth Jt. School District #1

121 Beloit Street

P. O. Box 220

Walworth, Wisconsin 53184

(262)-275-6896

Complaints can be filled with the Office for Civil rights:

Office for Civil Rights – Region V

300 South Wacker Drive – Eighth Floor

Chicago, Illinois 60606

(312)-353-2520

**POLICY ADOPTION:** March 16, 1992

**POLICY REVISION:**  February 16, 2009